

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

Box 10128, Detroit, MI 48210

(313) 842-2600



October 1982
No. 29

TDU Action Forces Changes

H&W Fund's Cutoff Policy in Court

On September 20, the Trustees of the Central State Southeast and Southwest Areas Health and Welfare Fund partially backed off from implementing a disastrous policy that would have denied benefits to any Teamster working at a company that is delinquent in its payments.

In early October, Federal Judge Kocoras is likely to rule on another motion for an injunction to stop the entire cut-off policy. The motion was filed by attorney Tom Geoghegan on behalf of several TDU members.

The Trustees first implemented a cut-off policy a year ago, but quick TDU legal action stopped it in November, 1981. But in August of this year, a modified version of the plan was introduced, and again TDU had to go to court.

The TDU suit was filed on September 15. Just five days later, the Fund responded with a policy "update." Instead of cutting off Teamsters at all delinquent employers, only those with employers more than 60 days in arrears would lose benefits. This was a big victory, because an estimated 20,000 of those threatened with cut-off fell into the 1-60 day category, and will be spared the loss of benefits. So far so good.

But still roughly 5,000 additional participants fall into the over 60 day category and the Fund is attempting to proceed with cut-offs. The TDU lawsuit seeks to protect these Teamsters and their families. The suit argues that:

- The cut-off policy shifts the burden of collection of employer contributions from the Fund to individual members.

- The policy will affect all participants, because the word will get out to health care providers (hospitals, etc.) that Teamster coverage is subject to cut-offs, and Teamsters may be personally forced to guarantee payments, etc.

- There is no clear need for the policy given by the Fund.

- The Fund is providing information to the members that implies cut-offs will be temporary suspensions, but is not clear on what happens in the long run.

- The Fund is not exhausting remedies against delinquent employers, as required by ERISA, including legal action.

- The Fund is exposing people to catastrophic consequences without making any provision for interim coverage.

Whether or not we will prevail remains to be seen. Already we have succeeded in forcing two significant changes in it.

The cut-off policy is not confined to the Central States Fund, but it in fact has been adopted in one form or another by many other Teamster funds. The plaintiffs and their attorney on this case are hopeful that this work will benefit all Teamsters by helping to set a precedent against policies that are extremely harmful to the membership and their families.

United Press International Photo



Local 177 Vice President Joseph Purcell talks to hundreds of striking members outside the Newark N.J., federal courthouse on September 15. The members returned to work in exchange for a speedy arbitration which resulted in a favorable decision.

Strikes Hit UPS In N.Y. and N.J.

By Ken Paff
TDU National Organizer

Will the members participate in the union? You bet they will, if they have leadership. Look at the events that took place in New York and New Jersey from September 9 to September 15.

On September 9-10, some 5,000 UPS Teamsters in New York and Long Island walked off their jobs. The strike came after a Local 804 Business Agent was ordered off the premises of UPS' Maspeth Center, and told he could only talk to the members off company property.

The workers took the order seriously and left the building, with others in other UPS facilities throughout the New York area following their example.

Then from September 13-15, 3,600 UPSers from New Jersey Local 177 struck 17 buildings until a court order sent them back to work, and sent the disputed issue to arbitration.

The New Jersey strike came after UPS refused to discuss with the union the issue of the new jobs in the Newark overnight air service operation. UPS planned to take whomever it pleased, and the Local 177 members felt this was a clear violation of union seniority rights which could lead to the elimination of some full-time inside jobs.

The strike ended on September 15 in an inspiring show of solidarity when 500 members of Local 177 rallied at the courthouse where union Secretary-Treasurer Mario Perucci told the

members: "We fully expected the worst...we were prepared to go to jail."

The union officers and members consider the strike a victory because the judge set no fines against the union, and ordered a speedy arbitration of the jobs issue.

The arbitrator ruled that one half the jobs would be offered for bid to drivers, as the union wanted. One half would be open, but the union has the right to come back to the arbitrator later after the new operation is more established.

Also, in a later development, the company tried to sue the union for damages but was not successful.

Apathetic Members?

There is an important message in this story. Just three days before the big courthouse rally, Local 177 had a membership meeting. Only 50 people showed up. Many would have said that this shows the members are hopelessly "apathetic."

Those who would have talked about apathy on that Sunday would never have predicted that 500 people would turn out just three days later, carrying their own signs, supporting their union all the way, hoisting their officers on their shoulders, and standing up for unionism.

The union took a strong action against an anti-union company's union-

[continued on page 9]

"I'll Be There..."

Steven Dias
Thrifty-Rack, Local 384
Shwenkville, Pa.

"I'll be in Detroit for the 1982 Rank & File Convention because I know what I'll find when I get there. And that is hundreds of Teamsters from all over the country with a common goal and a true sincerity in what they're doing. Along with the educational programs and workshops that mainly, through interaction and first-hand experiences, make each one worthwhile and very beneficial. To top it off, the accommodations are terrific, the food's great, and the cost is more than reasonable."

"No, I won't have to go to Poland to experience Solidarity 'cause I know I'll find it in Detroit this October."

Convoy-Dispatch photo by Bob Gumpert



LETTERS

'It's Not Too Late to Turn Things Around'

Dear TDU,

I just finished reading your **Convoy-Dispatch #27**. I must say upfront that I'm impressed beyond words. Like most Teamsters for too long a time, I've been blind to what's going on around and in my union. For this I'm very sorry, because I can see now what it has caused not only for myself but thousands of my brothers and sisters. I've been a Teamster since 1965 and I've been able to provide my family with a good life.

In 1978 I fell from a tank truck and was injured. I've been through surgery twice and am facing a third operation very soon. At the present time I'm off on disability.

I work for Refiners (Leaseway) out of their Butler, Pa. terminal, and am aware of the dirty tricks Leaseway has been pulling on its employees throughout the system. They are in the process of scaring the drivers into a yes vote on concessions at this terminal, also Oil City, Pa. and Warren, Pa. We've had two previous votes, both were rejected. This week the story is that the Butler Terminal will close by the end of August.

In the past 4 months they have hired 14 new drivers, went from a 60 hour week to a 70 hour week. Everyone is working at least 10 hours overtime

Let Officials Take 20% Cut

Dear TDU,

On the back of the **International Teamster Magazine** for the summer of 1982 we are asked to join in the DRIVE by sending money, up to \$25 a year, to the Local Union DRIVE chapter.

But the **New York Times** article states the Teamsters did not spend any money to fight against Deregulation when the bill was being introduced to Congress in 1980.

My proposal would be that the Teamster officials listed on the back page of **Convoy-Dispatch** (July-August) take a cut of 20% in salaries for one year.

This 20% concession, like so many the brothers and sisters of this union have already taken, would generate \$1,603,671. This is more money than they would need if the International wants to lobby against deregulation now.

Fraternally,

Tom Ellison
Local 312
Chester, Pa.

per week, yet these people expect us to believe they're losing money. I've worked here for 11 years and this is the busiest we've ever been.

To make a long story short, I'm fed up with the way things are, not only with the owners of these companies, but with the power they seem to have over our local officers.

Being that I'm off on disability and have countless time on my hands I'm offering my time and support to the TDU. Please put me in touch with someone in my area. I don't think it's too late to turn things around, but it will be if we wait much longer.

In closing I would like to thank you for your efforts on my behalf. I'm looking forward to working with you in the future.

Fraternally,

William B. Johnson
Local 273
Cabot, Pa.

TDU, Keep Up the Good Work

Dear TDU,

I believe TDU should focus on the following issues: 1) How the companies are taking the advantage of the economic times to break unions, and what we can do about it; 2) How our union leaders are ripping us off and what we can do about it.

Basically, keep doing what you have been. Good job!

Fraternally,

Steve Anderson
Local 7
Baroda, MI

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—CHANGE OF ADDRESS.

CONVOY DISPATCH

I want a bundle subscription to **Convoy Dispatch** each month.

100-\$9 ☐ 20-\$4 ☐
50-\$5 ☐ 10-\$3 ☐

Name _____

Address _____

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Mail to the address on the front of **Convoy Dispatch**.

Quotation of the Month

Definition of a SCAB

After God had finished the rattlesnake, the toad, and the vampire, He had some awful substance with which to make a SCAB. A SCAB is a two-legged animal with a corkscrew soul, a water-logged brain, and a combination backbone made of jelly and glue. Where others have hearts, he carries a tumor of rotten principles.

When a SCAB comes down the street, men turn their backs and angels weep in Heaven, and the Devil shuts the gates of Hell to keep him out. Judas Iscariot was a gentleman compared with a SCAB. For betraying his master, he had the character to hang himself—a SCAB hasn't.

Esau sold his birthright for a mess of pottage. Judas Iscariot sold his Savior for thirty pieces of silver. Benedict Arnold sold his country for a promise of a commission in the British Army. The modern strikebreaker sells his birthright for an unfulfilled promise from his employer, trust, or corporation.

Esau was a traitor to himself, Judas Iscariot was a traitor to his God, Benedict Arnold was a traitor to his country. A strikebreaker is a traitor to himself, a traitor to his God, a traitor to his country, a traitor to his family, and a traitor to his class.

There is nothing lower than a SCAB.

—Jack London

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1981 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:

Ken Paff, Local 407

Trustees:

Eileen Janadla, (Local 337)
Konstantine Petros, Local 20

Mike Belzer, Local 705

Keith Gallagher, Local 229

Frank Greco, Local 478

Bob Kinnunen, Local 705

Gary Lazarowski, Local 407

Mel Packer, Local 800

Juana Retamozo, Local 912

John Torbet, Local 468

Alternates:

Jan Sunoo, Local 278

Welford Wigglesworth, Local 771

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

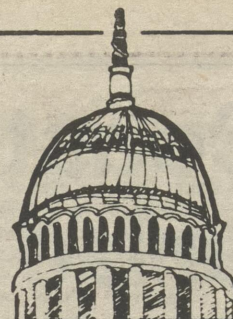
IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

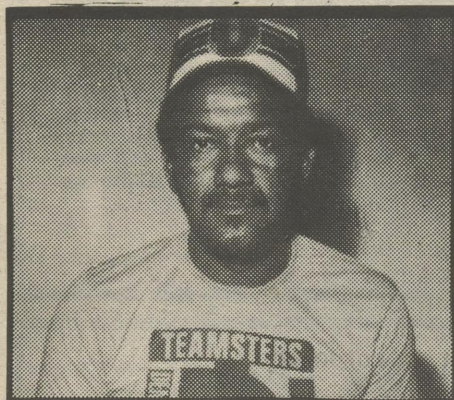
WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612-2000 P St., NW
Washington, D.C. 20036
(202) 785-3707



"I'll Be There..."

Cliff McDonald
Carolina Freight
Local 557, Baltimore, Md.

"I truly believe that the real strength of our union lies in the unity of the rank and file. There is a great need to convene so that our voices can be heard where they will make a difference. The Convention affords us the opportunity to share ideas and concerns and to learn more about the process that enables us to protect those rights and benefits gained in the past."

TDUers Fight for Truck Safety in New Jersey

Frustrated by the anti-regulatory climate in Washington, New Jersey TDUers are carrying the fight for truck safety into the state legislature.

They are actively opposing the New Jersey Truck Length Bill (S.1138) which would extend the current 55 foot truck length limit to 60 feet for single bottom trailers, 65 feet for doubles, and 65 feet for car carriers.

Several TDU members, including International Steering Committee member Frank Greco and Local 707 member Rege Miller, testified against the bill in hearings conducted by the Assembly Transport and Commerce Committee on October 5 in Jersey City. Also testifying was former TDU attorney Michael Goldberg, now a professor at Rutgers Law School in Camden.

"This bill could be deadly to both drivers and the general public," said Greco. "The industry's lack of concern for our safety is well known. On the federal level, logbooks and VCRs are being threatened. And with the power

of organized crime in our union, we can't rely on the officials to enforce safety regulations."

"The problem is made worse because New Jersey highways are already overcrowded, and there are many trucks on the road carrying dangerous toxic and atomic wastes. Plus increasing truck lengths means fewer drivers can carry bigger loads, and that means fewer jobs. All in all, this bill is a disaster to everyone in the state of New Jersey," Greco said.

A letter has been sent to every TDU member in New Jersey, urging them to write the members of the Assembly Transport and Commerce Committee opposing the bill. The State Senate has already passed the bill so quick action is needed.

If it appears impossible to defeat the Truck Length Bill, then TDU may seek to find a sponsor for an amendment which would strengthen a driver's right to refuse to drive dangerous or illegally overweight trucks.

Driver Who Refused Overweight Wins Job, Full Back Pay at NLRB

On September 3, 1982, the NLRB ordered Transport Service Co. to reinstate PROD member, Charles Hennessey, and to grant full back pay and seniority (263 NLRB No. 125). Hennessey had been fired after he refused to haul an overweight load.

The day after the firing Hennessey supplied the terminal manager with documents supplied by PROD, including a Frank Fitzsimmons letter to local union officials, saying that members are not required to pull overweight loads. The terminal manager, who didn't like being "dictated to by a driver", refused to reinstate Hennessey. The Teamsters Joint Committee, in spite of the letter from Fitzsimmons, upheld the discharge.

The NLRB (Board) does not enforce weight limits. The Board does have the responsibility, however, to protect "concerted" or group activity with respect to working conditions. Several facts convinced the Board that Hennessey was involved in group activity:

1) The employer's conduct violated state law, 2) The PROD literature was attempting to improve the safety conditions for all workers, 3) Hennessey was motivated, in part, by the desire to preserve work for co-drivers.

In two other cases recently decided by the Board the driver was not as successful as Hennessey. In one the Board held that a driver's refusal to drive a truck was not based "on a reasonable belief that the truck was unsafe."

In the second, a driver refused to drive an unsafe truck but the Board held he had acted only in behalf of himself, and had not tried to warn others.

So the lesson is that you do have a right to refuse an overloaded or unsafe truck, but with limitations. You must be able to prove it is unsafe or overloaded. And you must do everything possible to show that you are motivated by the desire to protect the safety conditions of all drivers.

TDU Action Gets Results

Pension Fund Stops Fees

Citing pressure from the U.S. Labor Department and from TDU, the Central States Pension Fund has stopped using our moneys to reimburse two employer defendants in the Williams bribery case for their huge legal fees.

According to court documents, the Fund has already paid out \$1.25 million to the two defendants, Thomas F. O'Malley and Amos G. Massa. O'Malley is an employer trustee of the Fund who works for Gerber Foods trucking unit. Massa is a former employer trustee, forced to resign by the Labor Department, who now works for the Fund.

In early August, attorney Arthur Fox, representing TDU members Jim Carothers, Cliff Coonley, Konstantine Petros and Bob Steffensen, sent a letter to the Fund trustees demanding a halt to the legal fees payments. In addition, Fox contacted the Labor Department and found out they were

also beginning to move on the matter.

According to the sworn affidavit of Pension Fund Director George Lehr, the Fund reversed itself and stopped paying the legal bills in mid-August, and he cited the action of the TDU members as one reason the Fund trustees considered.

O'Malley and Massa are accused along with IBT President Roy Williams, Allen Dorfman and alleged organized crime figure Joseph P. Lombardo of conspiring to bribe U.S. Senator Howard Cannon, using Pension Fund land. The other defendants were not being reimbursed by the Fund because they are neither employees or trustees.

"This is an important victory for the rank and file," TDU organizer Ken Paff noted. "We've stopped more money from being spent." Cliff Coonley noted also that the precedent is set to curb further abuses.

Pension Fund Will Remain Under Independent Control

The Central States Pension Fund will remain under independent management for at least 10 more years, according to a consent decree reached by the Fund and the U.S. Labor Department on September 21.

The current arrangement, which placed the Fund's management in the hands of the Equitable Life Assurance Co., expired on October 3. Under the new arrangement, Equitable will continue its role until at least January 1, when the Fund will choose a new independent assets manager.

The terms of the agreement

provide that:

- The Fund will be administered by an independent manager who will be legally responsible for the Fund's investments. The Fund trustees could be consulted but couldn't veto the investment mix of the Fund's portfolio.

- The trustees may fire the manager without cause, but such a move and the selection of a new manager must be approved by the U.S. District Court in Chicago.

- The outside manager must be selected from the nation's top 25 banks, insurance companies or investment managers.

TDU introduces a new, informative booklet —

The Teamster Rank & File Pension Handbook

Get the facts in clear, easy to understand language on:

- qualifying for vesting
- getting top monthly benefits
- changing Teamster pension plans
- impacts of layoffs or decertification
- and much more

The Pension Handbook costs \$3.00. (\$2.00 apiece for orders of 5 or more)

Please send me _____ copies of the Pension Handbook. I am enclosing a total of \$ _____.

name _____ Local _____

address _____

city _____ state _____ zip _____

Send to: TDU, Box 10128, Detroit, MI 48210

Resist Concession Contracts

Chicago, W. Coast Tankers Organize

Tankhaulers under two contracts—in Chicago and on the West Coast—are showing the way for other tankhaulers around the country by taking a strong stand against concessions and organizing to stop them.

On September 3, the vote on the new Western Area Tank Agreement was counted, and the result was an overwhelming 4-1 rejection of the giveaway agreement.

The most objectionable features of the proposed contract were a reduction in COLA payments and a 25c cap on COLA; and the provision for "one hour of free time excluding driving time" per tour of duty. This latter concession could cost drivers up to \$3,000 of income a year, according to Local 692 Chemical Leaman alternate shop steward Dean McCorkle.

McCorkle also said the contract contained language which would have opened the door for individually negotiated cut-rate riders, and possibly permanently undermine the contract. He said the rank and file was united in its opposition.

"Up until last year, we didn't have anything solid," McCorkle said. "Then we realized that we were either going to stand together or fall one by one."

Eastern, Central States

Master Tank Contracts Set to Expire

Teamster tankhaul and bulk commodities agreements are set to expire nationwide in the next four to six weeks, after a year when many Teamsters in these industries have already been forced to take heavy concessions.

In the **Western Conference**, a giveaway contract was overwhelmingly rejected by the rank and file in early September, while in the **Chicago-Gary** area tankhaulers have organized resistance to takeaways (see separate story).

On November 14, master tank agreements in the **Central Conference** and in the **Eastern Conference** will expire. One major demand has emerged from the rank and file wherever we talk to them: **End all concessions, return to contractual scale.** And to that we add: **Save the master contracts.**

The two go together. Because terminals have been played off against each other in the tankhaul industry even worse than in other Teamster crafts. The result is that the master contracts are almost completely splintered, with some drivers working under good union conditions, and thousands of others working under sweetheart deals, percentage riders, wage and benefit cuts and worse.

This is a time for rank and file unity to save the contracts, and prevent conditions from being driven to the bottom.

Concession Fever

Here are a few examples of the kinds of concessions suffered by tankhaulers in recent months:

Negotiations for a new agreement are supposed to begin shortly. Meanwhile, Western tankhaulers are working under their old agreement and damaging concessions have been staved off through rank and file unity.

In Chicago, tankhaulers are continuing to put heavy pressure on Local 705 Secretary-Treasurer Louis Peick to negotiate a decent agreement when the Chicago Area Tank Agreement expires on October 31.

On September 12, some 500 tankhaulers showed up at a contract proposals meeting and unanimously adopted 10 contract demands put forward by the TDU-led Tankhaulers Organizing Committee. The key demand: "Revoke all concessions granted to Transport, Rogers, D & L, and Schneider."

The contract meeting was the high point so far of months of extensive organizing among Chicago tankhaulers. This has included pickets at the Local 705 hall, petition campaigns in support of the contract demands, putting out data on company profits, and action against the companies and the Local at the National Labor Relations Board. The result has been the growing strength of rank and file tankhauler unity in Chicago.

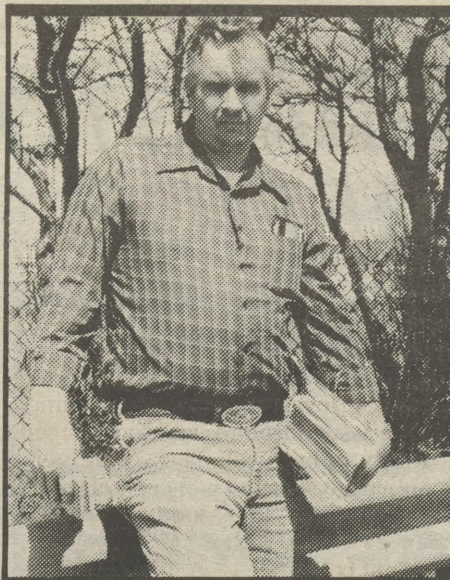
- At **Chemical Leaman's barn in Nazareth, Pa., Local 773**, drivers gave up a COLA raise last November; they are working now for \$11.91. In addition, all new work is being run at a \$9.00/hour rate. "They said they needed concessions to keep the company competitive and this would save jobs," said TDU member Don Griesmann. "But it just hasn't helped. Sixty men have lost their jobs or will be losing them soon."

- At **Coastal's three terminals in Michigan**, the company went for concessions about six months ago (\$1 wage cut, loss of sick days and premium pay, etc.). The drivers stuck together and said no at all three terminals. Then the company went begging for smaller concessions, and the Kalamazoo and Midland terminals did give some cuts in wages. The Marysville terminal held strong and did not. (At Midland the workers are fighting the vote there because members on withdrawal voted.)

Three months later, on Friday, October 2, the company announced they would close the Marysville terminal and set up one in Canada to replace it, and the 50 workers could not follow their jobs. The union has agreed to fight this, but the whole situation stinks. One terminal is played off against another.

- In **Ohio** drivers have filed suit to overturn concessions forced through in April, which include a wage cut of \$1 per hour and benefit and conditions give-backs.

- In **Iowa and Nebraska**, the tank-



"I'll Be There..."

Pete Galner
Penn Truck Aids, Local 175
Bel Pre, Ohio

"It's very important that we educate ourselves so that we can educate other rank and file members to keep from being taken advantage of. The learning experiences that other people have been confronted with and how they resolved them can be very helpful to us. Learning together, we can promote democracy within the union so that we can elect honest officials from steward all the way up to President."

BMCS Rep Will Be There

Gary Curtis, head of the Operations Division of the Bureau of Motor Carrier Safety, will be at the Rank and File Convention to answer questions about truck safety and federal regulations.

In addition to the "no concessions" demand adopted at the meeting, other demands included: 100% COLA coverage, payable every six months; one 15 minute coffee break for each four hours worked; pay for actual hub miles, not movers guide miles; the right to 11 hour layovers, at home and on the road; no percentage pay; all common carriers under the same contract.

Since the meeting, there has been no word on contract negotiations. But

the rank and file is ready to move. And on October 24, tankhaulers will join with freight workers, UPSers, piggy-back drivers and other Chicago Teamsters at a citywide meeting October 24 to plan future actions.

Chicago tankhaulers will also be coming to Detroit to meet with other tankhaulers around the country at the Rank and File Convention, October 30-31, to determine what steps are necessary to save the master tank agreements.

haul rider there was renegotiated last spring, and the result was a pay cut of \$2.62 an hour. At Ruan, workers were promised that COLA money that had been withheld before the new rider was agreed upon would be paid back by July 1. But it never was. The hourly rate is now \$9.00.

Here, too, the company promised that concessions would increase jobs, but all through the summer 10 of 13 on Ruan's Omaha board remained at home.

Now is the time for tankhaulers to go to their contract meetings, and to demand an end to these concession agreements—which are doing nothing to save jobs. Western Conference drivers have already shown that a bad contract can be beaten, with unity.

Tank drivers will be meeting at the Rank and File Convention October 30-31 in Detroit, and interested drivers should be aware that this is the place to be if you want to help find a solution to our problems.



"I'll Be There..."

Greg Blake
UPS, Local 710
Indianapolis, Ind.

"I'm coming to the Convention because I was very displeased with the last contract. I want info on what is going on within the union and only TDU will answer any of my questions. As a UPS city feeder driver, I hope that all people interested in an improved union will come to the convention."

"I'll Be There..."

Gerald Westgerdes
UPS, Local 710
Indianapolis, Ind.

"I'm going to the Convention because I'm very interested in getting our union back to the people. I was on the 710 TDU slate and ran against the Joyce slate in Chicago. I think the Convention will be a very interesting experience. I also want to get a 710 UPS chapter started in Indianapolis."

Central States — Article 43

Employers Making Use of New Slavery Clause

The new clause in Article 43 of the Central States agreement which "obligates" laid-off Teamsters to the employer for the remainder of a week if they are put to work once is causing more and more problems. So far no clarification or help has come from the Joint Area Committee or the union as a whole.

The new one-sentence clause has been interpreted by Roadway and in some cases other carriers as a license for slavery. They call in a man for Monday, then require him to sit by the phone up to 24 hours a day for the next six consecutive days! Every call missed can be a letter and a number of people have already been fired under this inhuman system.

Rewritten in Toledo

The Toledo Trucking Association signed a Letter of Understanding with Local 20 which alters the Article 43 language to exempt people "actively seeking work or accepting work with another employer."

This provides some help and in September 28 grievance hearings one Roadway worker got 18 letters thrown out based on the change. Roadway management said that they did not

recognize the change, but to no avail.

In Chattanooga, Roadway has had the audacity to threaten people in the office with the new clause, but of course Chattanooga is in Tennessee, which is in the Southern Conference and not covered by it! (Could they need a geography class?)

So far grievance panels have bounced the issue around and not forced Roadway to back off. They could very easily issue a ruling which clarifies that the word "obligated" does not mean 24 hours a day (or 10 hours a day), but could (for example) require a laid off worker to call in occasionally at a scheduled time. We say there is a very simple solution if Roadway needs more workers: call them back from layoff.

Roadway could possibly also be headed for legal troubles on this issue. Almost all unemployment compensation regulations require that a worker seek employment elsewhere when laid off, as a condition to collect benefits. Now they are saying you cannot seek employment elsewhere without risking being fired. TDU will continue to investigate this angle and fight for a clarification of this vague clause, which is hurting so many Teamsters.

Long Sought After Victory on Mileage Pay at Carolina Yellow

By Sam Carter
Shop Steward, Yellow Freight
Local 71, Charlotte, N.C.

It was a long effort, but a few determined drivers with the help of our local president and BA won fair mileage on runs performed by Charlotte drivers at Yellow Freight. Here's how we did it.

In June-July 1980, a dispute over mileage to some terminals led to a proposal by the company that we consider being paid gate-to-gate on all runs. The proposal was brought before the members and the majority voted in favor.

Yellow's Safety supervisor Ken Reed and steward William Austin, with the speedometer calibrated and certified by Automotive Electric Associates, set out on the long journey of checking all the points we service. When the results were posted, we knew something was wrong. Most of them were on the short side.

Drivers Gene Morris, Bill Cooke and Dalton Johnson decided to run their own check using Cooke's car, also having it calibrated at Automotive Electric. They did three runs and found 19 miles more on the Charlotte to Nashville run, 14 miles more on Nashville to Marietta, Ga., and 12 more on Marietta to Charlotte.

A grievance was filed based on this info but on August 11, 1981 it was denied. But we did not give up. I was approached as a TDU member, and I took it to the next meeting and approached Mike Sheeley, the local TDU attorney. He advised on how to try to get results through the Eastern Conference, and I was chosen to pursue the matter.

Since I was the newly-elected alternate steward, I also went to our Local

71 president, Conrad Sides, and talked to him at length. I wrote the letter of protest to the Eastern Conference on September 16, 1981, and gave Sides a copy. After their response directed me to our local Executive Board, I talked with our secretary-treasurer and wrote him also.

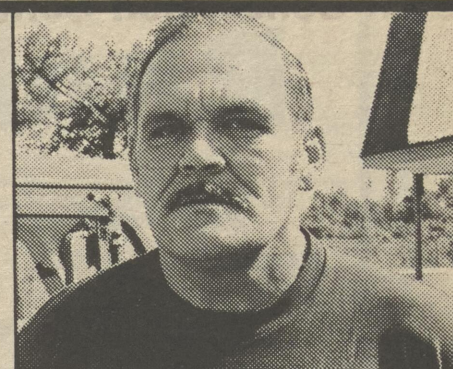
Finally, on February 6, 1982 I received a letter granting me the privilege to appear before the Executive Board, and on Conrad Sides' recommendation, the Board voted to support us through the Eastern Conference on the matter. Throughout this time I also spoke many times with our BA Ken Bowman as well as Conrad Sides, and through our united efforts we finally got a new mileage check from Yellow Freight. This time we decided to use a rented car, the speedometer checked at Dixie Sales Co., and then ran the car on a dynamometer for 10 miles to insure accuracy.

Ken Reed, Bruce Munson and myself did the check on the same three runs the drivers did earlier and we agreed to adjust all other points percentage-wise based on these runs. Yes, you guessed it. We gained 26, 13, and 13 miles on the three runs. We met with the company and they did not want to accept the results. Ken Bowman then filed a continuous liability grievance, active from the date we completed the check, and on September 15, 1982 we appeared before the grievance committee in Myrtle Beach, S. Carolina. We won our mileage, and also back pay from the date of the check. I wish to thank those drivers who helped and especially Ken Bowman and Conrad Sides.

It was a long battle but worth it. I hope others will benefit from the lesson of perseverance here.

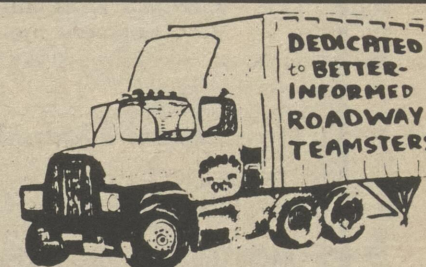
"I'll Be There..."

"I'm coming to Detroit for the Rank & File Convention because I have many questions that demand truthful and reliable answers. Where else could I satisfy this need? Should I go the the Union hall? Should I contact the International? Experience has taught me better. TDU is the only reliable source of information available to the rank & file. We all should have learned this during the freight negotiations. Only a fool would say that our union does not need to be reformed. I intend to do my part. You can only be termed a loser after you quit trying."



Charlie Helton
Roadway, Local 515
Chattanooga, TN

Roadway Newsline



To: Frank Cahill - 979 From: T. L. Dobb Office: Detroit Date: 3-1-82
Subject: Dock-Performance Index Copies:

Discipline for the low producers amounted to:

George Karagozian	1 - 3g	Counseled 2-26-82
Anthony LoCicchio	1 - 3g	Counseled 2-25-82
Vidi Dalfovo		Counseled 2-3-82
Michael Hanik		Counseled 2-23-82
Paul Rogacki		Counseled 2-23-82
Frank Johnson		Counseled 2-17-82

We need to stay on these individuals.

Hit List? The above memo shows the list of so-called "low producers" on the Roadway dock in Detroit. Since it was written six months ago, half the men on it have retired, some under pressure. All the men listed are older dockmen, over 50 years old, with high seniority. A steward at the terminal told us: "As they force one out, they add more to their hit list and they have a list for both dock and drivers." An EEOC charge has been filed on the matter. Did somebody say that productivity was never used to discipline people? If members have evidence that Roadway maintains "hit lists" in other areas, please inform the TDU office.

Toledo Roadway dock workers are suing Big R for \$30 million because the company imposed the flex work week on them without a vote, thanks to Jackie Presser's Ohio Conference of Teamsters. Toledo has had the flex since 1976, but had a red-circle guarantee as part of it. The Ohio Conference allowed the company to strip this right without so much as a vote. Toledo's newly elected stewards then filed suit against Big R, as well as the Ohio Conference, Local 20, and the International for this deal.

Bulletin Board Victory in Toledo. The National Labor Relations Board has ruled that Roadway Express in Toledo illegally removed two breakroom bulletin boards in order to interfere with TDU activity, and ordered them to be replaced.

The charges against Roadway were filed by TDU International Steering Committee member Konstantine Petros, who had posted notices about fighting production cards and defeating certain bylaws motions in Local 20. Roadway removed the bulletin boards in April, 1981, claiming that some material posted on the board was threatening to terminal manager Ivan Hoffman. But the Board found that the real intent was to stop Petros' TDU organizing material.

Flex Fight in Indy. Roadway is going for the flex work week in Indianapolis, with the aid of Local 135 President Loran Robbins. A third vote (first two were decisively no) was taken on October 2, with road drivers this time voting along with those who would be affected by the flex. The vote was 151 yes, 137 no, with 145 road men voting. The whole matter will now be in court, as newly-elected steward and TDU activist Roger Beach and other Roadway workers have raised a couple thousand dollars and are planning a quick move into federal court.

Chattanoogaans Demand Better Representation. On September 22, about 25 Chattanooga Roadway Teamsters "met" for two hours with Local 515 Pres. Bobby Logan to demand a solution to constant harassment and abuse by Roadway management.

During the "meeting," Logan was very accomodating. He said he understood the problems of the men at Roadway and would collect evidence on the company's tactics to present to the Southern Conference for action. He pledged to provide more effective and aggressive representation at the Roadway terminal, and said he would call a special meeting to get suggestions from all the men.

It remains to be seen if Logan will fulfill his promises. A new TDU chapter was recently started in Local 515, and helped to organize the "meeting."

Rank & File Convention — October

FRIDAY — FOR EARLY ARRIVERS

EARLY REGISTRATION 2:30 - 5:30 pm and 6:30 - 9:30 pm
SPECIAL OFFERINGS Workshops and Special Report on Poland

- **Leadership Training** 12:00 - 2:30 pm Part 1
 2:30 - 3:15 pm Break & Registration
 3:15 - 5:30 pm Part 2

A special five-hour training course for chapter activists who want to improve their organizing skills. Tips on how to pick projects, increase your influence in the local, keep your chapter moving in the right direction. If you are interested in participating in this session, you must contact the TDU Office in advance.

- **What's Wrong With the U.S. Economy?** 1:00 - 3:00 pm

An experienced labor educator and economist will lead a discussion of this important topic in terms we can all understand. Why have things gone bad? What are the prospects for the future? What does it mean for labor? Come and find out.

Break 3:00 - 3:30 pm

- **Report & Slideshow on Poland** 3:30 - 5:30 pm

Author Lawrence Wechsler, whose recent book on Poland and the Solidarity movement was widely acclaimed, will present a slideshow and videotape about the events in Poland. He will have just returned from another visit to Poland the week before the Convention.

MOVIES & VIDEO TAPES (Note descriptions below)

- **The Inheritance** 12:00 - 1:00 pm
- **Solidarity Day Slideshow** 3:00 - 3:30 pm

WIVES MEETING 4:30 - 5:30 pm

ORIENTATION MEETING 5:30 - 6:30 pm

DINNER 7:00 - 8:00 pm

MINI SESSION **The Labor Movement Resists Concessions** 8:00 - 10

A special panel discussion. Not only Teamsters but other unionists have been resisting concessions. Speakers will include: James Balanoff, former director of District 31, United Steelworkers of America; a participant in the seven month strike against concessions at Westinghouse Airbrake Co., from the United Electrical Workers union; Pete Kelly from the United Auto Workers union.

RECEPTION FOR EARLY REGISTRANTS 10:00 - 12:00 pm

SATURDAY BREAKFAST FOR EARLY REGISTRANTS 7:00 - 8:00 am

SPECIAL EVENTS

FILM AND VIDEO SHOWINGS about TDU will be presented at different times throughout the convention. They include: *Video Tape of 1981 IBT Convention* and *Fighting for Our Union*.

THE INHERITANCE. 60 minute film documenting social changes that began with waves of immigrants in 1901, the Memorial Day Massacre and the Bonus March on Washington. American history through the eyes of the country's working people. Made by Amalgamated Clothing Workers Union in 1964.

SOLIDARITY DAY. 13 minute slide and tape documentary of Solidarity Day, September 19, 1981. This was the largest demonstration of organized labor and community groups in the history of the United States. Demonstrators were concerned with the important issues facing today's labor movement—issues of employment, union busting, strike breaking, job safety, and cut-back of human services.

TAYLOR CHAIN. 33 minute film documenting the gritty realities of a 7 week strike at a small Indiana chain factory. During the strike, the rank and file clash with the International Union staff person and the local's elected officials over the terms of the settlement. We gain an inside view of the tensions and conflicts inherent in a typical negotiation and walkout. Both membership and leadership of most unions will see some of their own frustrations and dilemmas in this tale of union democracy.

"BLUES CONFIDENTIAL," one of Ohio's premier bands, will be playing rock, blues, and 'oldies' for your dancing and listening pleasure after the banquet.

CASH BAR at Break and Cocktail Hour, 6:30 - 8:00 pm Saturday

CASH BAR at Party, 10:00 - 12:30 am

Second Annual Quilt Raffle

Two beautiful, handmade quilts made by Frances Adcock, wife of a retired ATI driver, and a stained glass piece made by Ken and Carole Paff, will be raffled off at the 1982 TDU Convention.

Last year \$563 was raised on the raffle. This year our goal is to at least double that amount.

First prize will get their choice between the two quilts. Second prize will get the other quilt and third prize will be the stained glass piece.

The cost of the raffle tickets is \$1.00 each or 15 for \$10.00. The drawing will take place at the beginning of the last session on Sunday. You need not be present to win.

If you are interested in buying or selling tickets, contact the TDU Office for tickets. Stubs must be brought to the convention or mailed to reach Detroit by October 28.



SATURDAY

REGISTRATION 8:30 - 10:00 am

- **Video Showing of "Fighting For Our Union" and "1981 IBT Convention"**

SESSION I **Unionism: Survival Through Solidarity**

10:00 - 12:00 noon

Chair: Eileen Janadia, International Steering Committee, Detroit
Welcome and Introduction: Bob Leslie, #147, Des Moines, IA
Overview of Convention: Bob Master, Editor of *Convoy Dispatch*, Detroit

Speakers: Keith Gallagher, #229, Scranton, PA
 Bill Slater, #315, San Francisco
 Vince Meredith, #89, Louisville

LUNCH 12:00 - 1:00 pm

SESSION II **Workshops** 1:00 - 3:00 pm

1. Using the Grievance Procedure
2. Building Unity and Organization at Work
3. Campaigns for Local Union Office
4. Wives and TDU
5. What's Wrong with the U.S. Economy?
6. Arbitration
7. Your Legal Rights as a Teamster
8. Occupational Safety and Health
9. Pension and Health and Welfare Funds
10. Fighting Contract Relief

COFFEE BREAK AND SPECIAL EVENTS

(Coffee to be served in several locations) 3:00 - 4:30 pm

- **Report and Slideshow on Poland** 3:00 - 4:30 pm
- **Video Showing of "Fighting for Our Union" and "1981 IBT Convention"** 3:00 - 4:30 pm
- **Solidarity Day Slideshow** 3:00 - 3:30 pm
- **Taylor Chain** 3:30 - 4:30 pm

SESSION III **It's Our Organization** 4:30 - 6:30 pm

Chair: Pete Camarata, #299, Detroit
Speakers: Ken Paff, National Organizer, Detroit
 Joe Keffer, TDU Counsel, Washington, D.C.

Also: Constitutional Amendments and Nominations for International Steering Committee: Doug Allan, #208, Los Angeles

BREAK AND COCKTAIL HOUR 6:30 - 8:00 pm

Special UPS Meeting
 Special Roadway Meeting
 Special Kroger Meeting

BANQUET 8:00 - 9:30 pm

PARTY, MUSIC, & CASH BAR 9:30 - 12:30 am

VOTING FOR INTERNATIONAL STEERING COMMITTEE

10:00 - 11:00 pm

SUNDAY

BREAKFAST AND VOTING FOR INTERNATIONAL STEERING COMMITTEE 8:30 - 9:30 am

SESSION IV **Jurisdiction Meetings** 9:30 - 11:30 am

1. United Parcel Service
2. Tank Drivers
3. Freight and Cartage
4. Grocery and Warehousing
5. Special Commodity and Steel Haulers
6. Construction
7. Local Contracts — Workshop on Organizing for a Good Contract
8. Carhauleders

LAWYERS SEMINAR 9:30 - 11:30 am

LUNCH 11:30 - 12:30 pm

Women's Teamster Meeting 11:30 - 12:30 pm

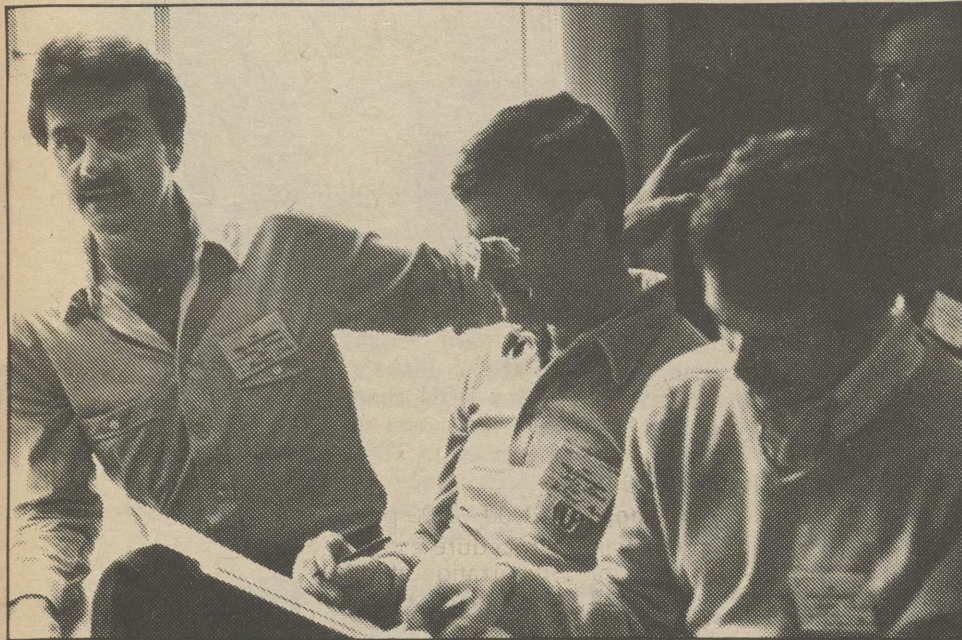
SESSION V **Workshops** 12:30 - 2:30 pm

1. Building TDU Chapters (for newer chapters)
2. New Ideas for Old Chapters
3. Providing Leadership as a Steward or BA
4. New Attacks on Unionism
5. Being Effective at Union Meetings
6. Your Legal Rights as a Teamster
7. Fighting Discrimination
8. Road Drivers Safety and Health

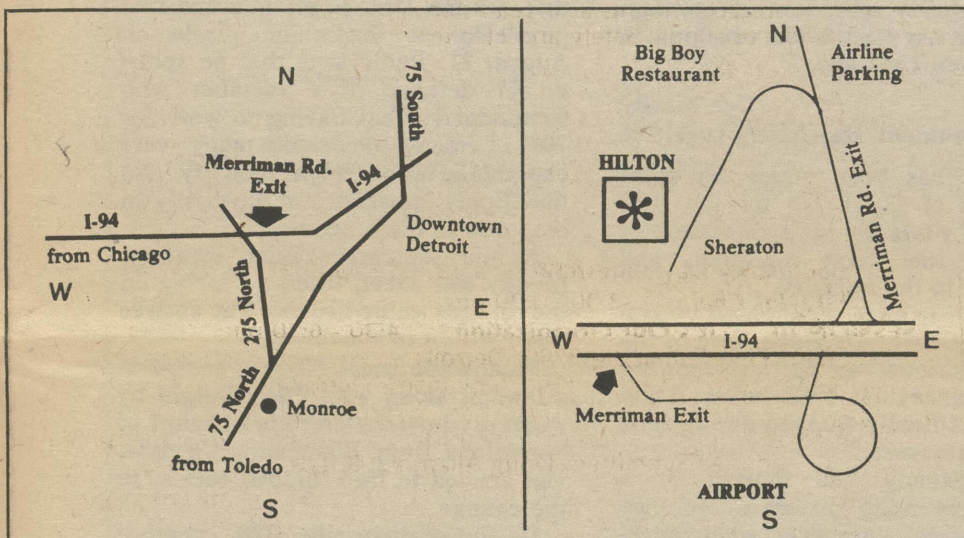
SESSION VI **The Road Ahead** 2:30 - 4:00 pm

Chair: Bilal Chaka, #692, Long Beach, CA
Speaker: Ken Paff, TDU National Organizer, Detroit

October 30-31



UPS workshop at the 1981 Rank & File Convention.



CONVENTION SITE CHANGED...

This year's Convention will be at the Hilton Airport Inn, a modern, attractive convention facility that is reasonably priced. All convention activities and sleeping rooms will be on the same premises. The Convention had been scheduled for the Book Cadillac Hotel in downtown Detroit, but had to be switched because of scheduling problems at the Book. We are proud to continue our tradition of high quality facilities at the same price previously announced.

GETTING TO THE CONVENTION...

For car parking... There is ample parking in the hotel parking lot at no charge.
From the airport... Push button #10 in the baggage claim area which connects you with the Hilton Airport Inn and indicate how many passengers and which airline you arrived on. The Hilton Airport van will immediately come to pick you up.
After the convention... You will catch the Hilton Airport van right in front of the hotel which will take you directly to the airport to your scheduled airline.
For parking trucks and RV's... There is no problem. You can park trucks and RV's in the hotel parking lot.

WORKSHOPS — SATURDAY

- 1. Using the Grievance Procedure.** To "learn to sleep with the contract without going to bed with the boss." How to use the grievance procedure more effectively as well as the mechanics of grievance handling.
- 2. Building Unity and Organization at Work.** Rebuilding the union in the shops and terminals. A discussion of techniques and tactics for building unity and unionism on the shop floor. How this type of organizing can make a difference.
- 3. Campaigns for Local Union Office.** To explain techniques and strategies that can win and that also help build the rank and file movement (TDU).
- 4. Wives and TDU.** To explain what wives are doing to build the Teamster reform movement. To explore ways of involving more wives and keeping them involved. (Husbands of Teamsters are also welcome.)
- 5. What's Wrong With the U.S. Economy?** Ten years ago most of us never dreamed the economy would get this bad. Millions unemployed, prices always going up, factories and freight companies going out of business. What went wrong? Who's benefitting and who's suffering? How can the problems be solved? This topic will be discussed in terms we can all understand.
- 6. Arbitration.** The last grievance step in many contracts is arbitration. How does it work, what kinds of cases are likely to win (or lose), how to be prepared to get the most. Learn from a professional union advocate at arbitration hearings.
- 7. Your Legal Rights as a Teamster.** Learn your rights in the union, on the job, and as a rank and file activist. How to protect your people and guarantee your rights.
- 8. Occupational Safety and Health.** A workshop for Teamsters in shops, warehouses, or docks with safety problems, who would like to know the laws, the regulations, how to spot hazards, and how to effectively deal with the issues. A practical approach, led by a professional in the field. (Note: Truck safety is a separate workshop and will not be covered in this one.)
- 9. Pension and Health and Welfare Funds.** Learn the current trends in our benefit funds (such as cutting benefits, cut-off policies for employees of delinquent companies, and possible tactics) along with pending litigation and what is likely for the future.
- 10. Fighting Contract Relief.** Many thousands of Teamsters have seen their contract signed away, or have signed individual agreements with their company doing the same thing. Why is this happening, what the union is doing, and what can be done about it by rank and file members.

WORKSHOPS — SUNDAY

- 1. Building TDU Chapters (for newer chapters).** Learn how to build membership, keep people involved, and overcome apathy. Techniques for signing up members and determining appropriate projects will be discussed as well.
- 2. New Ideas for Old Chapters.** Many TDU chapters are active in locals and regions hard hit by the economy and by concession contracts. All chapters have problems getting and keeping people active through the up and down periods. Experienced organizers will discuss some of these problems and ideas for dealing with them.
- 3. Providing Leadership as a Steward or BA.** Being a good union rep is more than filing grievances properly. It involves building support, unity, pressure tactics, and getting the knowledge you need. This workshop will present some ideas on these and related topics.
- 4. New Attacks on Unionism.** In the last few years, the labor movement has come under increasing attack. Employers are turning to union-busting consultants and coming up with new schemes to undermine the union and increase productivity. In Washington, pro-worker legislation is being repealed. At the same time, some employers are trying out new "cooperative" approaches such as Quality of Work Life programs which seem designed to bypass the union. This workshop will draw on the experience of several organizers and experts.
- 5. Being Effective at Union Meetings.** To learn to get your point across more effectively and not be ruled out of order. Also, how to be prepared in advance and overcome obstacles. Basic Parliamentary Procedure as well.
- 6. Your Legal Rights as a Teamster.** Learn your rights in the union, on the job, and as a rank and file activist. How to protect your people and guarantee your rights.
- 7. Fighting Discrimination.** Race, sex, and age discrimination weaken the union. A discussion of efforts to combat these forms of discrimination by employers and also within our union.
- 8. Road Drivers Safety and Health.** The current climate in Washington, D.C. has hurt the cause of health and safety. Reports on what is being done presently and what additional can be done to combat this state of affairs and win some victories. Consideration of what the priorities of our Washington office should be.



REGISTER NOW...SAVE \$10!

Postmark your registration before October 21 and receive a \$10 reduction in registration fee (\$5 if registering for one day only). Reductions available for Teamsters and spouses only.

Name _____
 Address _____
 City _____ State _____ Zip _____
 Phone () _____ Local Union No. _____

If registering for others please give same information. Guests and attorneys use same form.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with registration costs. Those travelling over 500 but less than 800 miles (one way) receive a \$10 reduction in registration fee. Those travelling over 800 miles receive a \$20 reduction in registration fee. (Everyone must pay full housing costs.)

Mail to: TDU, Box 10128, Detroit, MI 48210
Phone: (313) 842-2600

Convention Registration		# of Persons	Total
Saturday & Sunday	59.00		
Saturday only	38.00		
Sunday only	21.00		
Fri. dinner & Sat. breakfast	15.25		
Housing Cost (includes tax)		Fri. Sat. Sun.	
Single occupancy	36.00	☐ ☐ ☐	
Double occupancy	44.00	☐ ☐ ☐	
Triple occupancy	50.00	☐ ☐ ☐	
Quad occupancy	60.00	☐ ☐ ☐	
Childcare		# of Children	
If you are not a TDU member or if your membership has expired, JOIN NOW. \$20-\$25 for a year's membership and a year's subscription to CONVOY-DISPATCH.			
Total amount			
Less reduction for early registration and, if eligible, for registration reduction due to distant travel.			
Total amount paid			

1982 Rank & File Convention

Teamsters for a Democratic Union
Oct. 30 & 31

Hilton Airport Inn
 31500 Wick Road
 Romulus, Michigan

—REGISTRATION—

Fri., Oct. 29 — 2:30 - 5:30 pm
 6:30 - 9:30 pm
 Sat., Oct. 30 — 8:30 - 10:00 am

Construction Rank & File Solid

Arizona Strike In Fifth Month

It's been 16 weeks since thousands of Teamsters and other union members in the construction trades went on a statewide strike in Arizona. Sixteen weeks of picketing, legal actions, company union-busting tactics, and heartache for hundreds of union families.

Rank and file Teamsters throughout the state haven't stood still while their livelihoods and union rights have been threatened. In Phoenix, 30 rank and filers converged on the union hall and

demanding that Local 83 take immediate action to reinstate drivers who were fired for crossing picket lines. The local promised a speedy arbitration hearing. As we got to press the arbitration hasn't taken place.

"The local has really been dragging their feet," Local 83 member and TDU activist Jim Jeter said. "There's been three years of infighting and power struggles in the local and even now we can't get any action because the officers aren't doing their jobs."

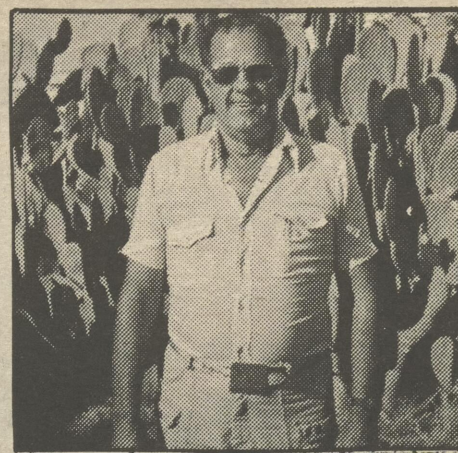
Unfair labor practice charges have

been filed against several companies and rank and file activists are optimistic that union drivers fired for refusing to cross picket lines will be reinstated.

In related cases, fired workers in Flagstaff and Phoenix have been reinstated and awarded backpay totaling \$75,000.

Brother Jeter and several other TDU activists have travelled all over the state to lend their support on the picket lines. "We've been to many picket sites and haven't seen one BA or picket captain walking the lines. If this strike is a success, it's because of the solidarity of the men themselves," said Jeter.

As the strike drags on rank and file Teamsters are even more determined to win better contracts and to preserve



Jim Jeter

their hard fought rights as union members. Plans are being made to start a TDU chapter in the Phoenix area. All rank and file Teamsters interested in TDU and the movement to reform our union should contact Carl Allen at 602-986-9191 or Jim Jeter at 602-964-6825.

Huelgas por Unionismo En New York y New Jersey

Por Ken Paff

TDU Organizador Nacional

¿Participarán los miembros en la Unión? Se puede apostar afirmativamente, si ellos tienen la adecuada dirección. Observa los eventos en New York y New Jersey de Septiembre 9 a Septiembre 15.

En Septiembre 9 y 10 unos 5,000 UPS Teamsters en New York y Long Island se declararon en huelga. La huelga se produjo después que a un Agente Negociador se le ordenó salir

relativos a trabajos.

Esto, claramente, es mucho mejor que dejar que la compañía se salga con la suya.

¿Miembros Apáticos?

Hay un importante mensaje en esta historia. Justamente tres días antes de la gran demostración en el juzgado; el Local 177 tuvo una reunión de sus miembros. Solo 50 personas se presentaron. Muchos dirían que esto muestra que los miembros son desalentadoramente "apáticos."

SECCIÓN EN ESPAÑOL

The Spanish article printed here is a translation of the UPS coverage on the front page.

del recinto de UPS Maspeth Center, y se le comunicó que para hablar con los miembros tenía que estar fuera de la propiedad de la compañía.

Los trabajadores tomaron la orden seriamente y abandonaron el edificio; con los compañeros en otras UPS facilidades atravesó del área de New York siguiendo su ejemplo. Entonces de Septiembre 13 al 15, 3,600 de UPS miembros del Local 177 se declararon en huelga frente a 17 UPS edificios hasta que por orden judicial se les ordenó volver a sus trabajos, y se envió el asunto en disputa a una rápida arbitración.

Disputa de Trabajos en Servicios Aéreos

La huelga de New Jersey se produjo después que UPS rehusó discutir con la Unión los nuevos trabajos en la operación nocturna de servicios aéreos. UPS planeó escoger a quienes ellos quisieran y los miembros del Local 177 consideraron que esto era una clara violación de los derechos de Unión lo cual conduciría a violaciones de señoría y eliminaría algunos trabajos interiores de tiempo completo. La huelga terminó en Septiembre 15 con un inspirador espectáculo de solidaridad, cuando 500 miembros del Local 177 se presentaron en el juzgado donde el Secretario-Tesorero Mario Perucci dijo a los miembros presentes: "Nosotros totalmente esperamos lo peor... estamos preparados para ir a la cárcel."

Los oficiales y miembros de la Unión consideraron la huelga una victoria porque el juez no mandó ninguna multa contra la Unión y ordenó una rápida arbitración de los asuntos

Estos que han hablado acerca de apatía aquel Domingo nunca hubieran predicho que 500 miembros se presentaron solo tres días más tarde, llevando sus propias pancartas soportando su Unión hasta el final, llevando sus oficiales en hombros y manteniéndose firmes por Unionismo.

La Unión tomó fuerte acción contra la posición rompe-uniión de una compañía anti-uniión y los miembros respondieron. Ellos se animaron y actuaron. Sus pancartas proclamaban su meta. Algunos mostraban dibujos de corazones con UPS y Roy Williams dentro de dichos corazones.

La próxima vez que pienses que todos los miembros son apáticos recuerda esta pequeña historia. 50 se presentaron a una reunión de la Unión; tres días más tarde 500 se presentaban para la demostración de la Unión.

Espíritu de Lucha

Quizas nuestra Unión necesita mucho más de esta clase de espíritu de lucha para atraer nuestros miembros de vuelta a la participación. Quizas necesitamos más oficiales con el cerebro, independencia y arrojo para inspirar los miembros.

Sin embargo quizás debamos tener oficiales que constantemente nos digan "nada puede hacerse" o "mis manos están atadas." Sería mucho más fácil dejar de asistir a las reuniones de Unión, ver la fuerza de la Unión desangrarse. Tendremos más tiempo para ver el juego de pelota y para quejar nos acerca de la "apatía."

Para nosotros es fácil de escoger. Esta con la esperanza de que más compañeros comiencen a ver la situación como nosotros la vemos.

Harrisburg Officials Under Fire for Sweetheart Deals

"I probably got less sweetheart deals than any place in the country...in fact I haven't got any."

Don Moudy
President, Harrisburg Local 776

Moudy has been under fire from members of Local 776 for the past couple of years for his sponsorship of some of the worst conditions and contracts in the industry.

Some have been highlighted in past issues of *Convoy-Dispatch*. One of the most notorious, a contract allowing 'dock trainees' at well below union scale, was finally stopped due to rank and file pressure.

Now Moudy has figured in a controversy in the Eastern Conference of Teamsters, since even some International VPs have complained of the deals being made in Central Pennsylvania that undercut conditions in surrounding areas.

Charge of Violence

Recently an argument over one of these deals has led to charges being filed by ABF employee Lenny Radle

that 776 BA Dick Epply attacked him physically at the union picnic on August 21. Radle says that he spoke up in defense of a member who complained about having to work for 70% of union scale despite many years experience in the freight industry, and that Epply attacked him physically in response to his concern.

At the September union meeting, Moudy was asked when a hearing on the charges would be held. The answer was "within two months."

Meanwhile Local 776 was named in a lawsuit along with *Pilot Freight* by workers who transferred in a change of operations from Richmond, Virginia, and arrived to find 'hidden terms' in the change.

On the positive side, TDU member Leo Deaner was returned to work by the National Labor Relations Board to *Central Storage* on September 20, with full back pay, benefits, and interest due him. He proved to the satisfaction of the NLRB that he had been blacklisted due to his opposition to sweetheart deals, the same deals that Moudy claims don't exist at all.

"I was ordered to take a truck out in violation of DOT regulations."

"My B.A. told me I'm not entitled to file a grievance."

"The supervisor said it's against the law to distribute papers here."

If these problems sound familiar, then you need to know your legal rights. You need the facts. You need the

Legal Rights Handbook

The 182 pages of the *Legal Rights Handbook* are packed with information that can help you win if you are filing a grievance, running for office, or have been illegally discriminated against. The *Handbook* takes you through the inner workings of the National Labor Relations Board, the courts, OSHA, and the IBT itself. If you are a Teamster—you need this book

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Send me _____ copies of the *Legal Rights Handbook*. I am enclosing a total of \$ _____

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Hang

News of
UPS Workers

UPS

What Next to Eliminate Full-time Inside Workers? It seems there is no limit to UPS' drive to do so, but here's a case where, by sticking together, the members won. When UPS moved to a new center in **Virginia Beach, Va.**, even before they moved pressure and threats were put on inside full-time workers to force them into driving. UPS wanted to cut the number of full-time inside workers from the old 12 to 4 or 5 in the new facility. The bottom five went on driving jobs, but grieved the issue, and won at arbitration six months later, in May, 1981.

Still UPS wouldn't accept it, and named the workers "bench sitters" and made them sit on a bench four hours each night, to "prove" they were just featherbedding. They no doubt hoped to force the issue to arbitration again after the new contract. But it soon became clear they were needed, as supervisors would have them do jobs to help increase production without the knowledge of higher management. The workers began keeping detailed logs of all they did in order to prove their case, and they hung together. When Al Barlow of the Eastern Conference of Teamsters met with the four "bench sitters" and told them that they worried too much, they resolved to fight even harder for their jobs, and they did.

Since the new contract, it appears that UPS management has finally given up. The "bench sitters" have worked every night for all eight hours, even though they have not been given a designated position. They also feel good that they stuck together and won.

Hartford Part-Timers Score Victory. Four part-timers from Hartford, CT won their jobs back with \$4,000 back pay each after being out for 13 months. They won their jobs back through the grievance procedure (which included arbitration as the last step) with a lot of credit going to BA Robideux and the rest of Local 671. The Local is adamant about not allowing UPS to discipline or fire workers for productivity or for work methods when they are a cover for productivity. Hartford workers and the union should be commended for this victory as well as their fight around safety shoes for part-timers which involves OSHA and the union. The final results of this safety shoe struggle will be reported as the news breaks.

Hickory UPSers Launch Firing Fund. Workers will be signing up in October for the Hickory Firing Fund. They expect good participation. The Fund will collect \$20 per month from each full-time participant and \$10 per month from each part-time participant. If fired, a full-timer will receive \$250 per week and a part-timer \$125 per week until the case is decided. If the individual wins his/her job back with pay, the amount paid out from the fund is repaid. Six trustees were elected to oversee the Fund. Similar funds are being set up by UPSers in Boulder, Colo., Springfield, Mass., and Stockton, Cal.

Priority Driver Program. UPS has implemented in some areas a new driver harassment program called the "priority driver program." It is harassment with a new twist, because now decisions on whom to pressure about productivity will be made not by the supervisor, but at the District level.

How this scam works is that whenever a driver appears on the so-called "least best list" for a specified number of weeks, the District office orders him or her to be accompanied by a supervisor until the driver comes up "scratch." When this happens the Center Manager sends a letter to the District Manager stating that the goal has been reached.

With center managers and supervisors under this kind of pressure you can imagine that almost any kind of threats and intimidation will be used to achieve their goal. If a "priority driver" gets off the list, someone else will be added to the list by the District, and on it goes.

Bay Area Locals Vote No. Business Agents in California Bay Area Locals have reported that San Francisco Local 278, San Jose Local 287 and Oakland Local 70 all voted against the UPS national agreement by approximately a 2-1 margin. They also report that Contra Costa County Local 315 voted about even. These are large locals that together cast votes into the thousands. Again the question arises: why won't the IBT release the vote breakdown? What are they afraid of? Stay tuned for more news on this issue.

Springfield, Mass. Starts Newsletter. TDUers in Springfield are again publishing the "Joe Chartier Memorial Employees Association" newsletter. It is now the newsletter for Western Massachusetts TDU. UPSers are the main people behind the newsletter at this time, but they hope to broaden it to cover news about Teamsters in other jurisdictions.

Philadelphia Supervisors Claim Proven False. During the contract fight, Philly supervisors claimed that while volume nationally might be up, in Philly it wasn't. Figures are now out for the first 8 months of the year and show that Philly's volume is up 6%. Get the package volume for your Center and send to **Convoy-Dispatch**.

Share Your Stories with Other UPSers. Working at UPS is a challenge every day! Write or call in (313-842-2600) information about your experiences, grievances, shop floor struggles, serious or humorous incidents. **Hang UPS** is a column for just this sort of thing. You needn't write a full article, although these are welcome, too.

UPS Strikes

[continued from page 1]

busting stand, and the members responded. They got fired up and acted. Their signs showed where they stood. Some of them showed a heart—a sweetheart—with UPS and Roy Williams in it.

The next time you feel like saying the members are all apathetic, remember this little story. Fifty came to a union meeting, and three days later 500 poured out for a union rally.

Fighting Spirit

Maybe our union needs a lot more of this kind of fighting spirit to bring our members back to participation. Maybe we need more officers with the brains, independence and guts to inspire the members.

Then again, maybe we should have officers who constantly tell us "nothing can be done" and "my hands are tied." It'll be a lot easier, skipping the union meetings, watching the union's strength bleed away. We'll all have more time to watch the ballgame, and to moan about "apathy."

For us it's an easy choice. Here's hoping that more will start to see it our way.



"I'll Be There..."

Jerry Gaimari
UPS, Local 404
W. Springfield, Mass.

"I am looking forward to attending the Convention. As a new TDU chapter, we need all the knowledge and expertise which is available at the Convention. I'm looking forward to meeting my fellow UPSers and attending the many workshops. See you there!"

UPSers' Right to Distribute Protected by NLRB Action

Passing out literature which is related to your job or activities in the union on company property in "non-work areas during non-work times" is legally protected activity under the National Labor Relations Act. Also, you can post TDU literature on an all-purpose bulletin board, a board on which other announcements are posted like "car for sale", etc.

During the contract campaign, UPS used a variety of scare tactics to prevent people from exercising these rights, even though they knew full well that such tactics were illegal. But where TDU members and others knew their rights and stood up to the company, UPS backed off its hard-nosed stance and acknowledged the rights of the workers.

For instance, in Stockton, Cal., the company was forced by the National Labor Relations Board (NLRB) to post

a notice detailing the legal rights of the workers. The notice said in part:

"WE WILL NOT do anything that interferes with those rights.

"WE WILL NOT prohibit our employees from distributing literature on behalf of Teamsters for a Democratic Union or other literature which concerns the exercise of any of the rights described above.

"WE WILL NOT in any like or related manner interfere with, restrain, or coerce employees in the exercise of rights guaranteed them by Section 7 of the Act."

In Philadelphia, UPS workers filed grievances and forced the company not to discipline part-timers for wearing "Vote No" buttons. In other cities, such as Indianapolis, Springfield and Shrewsbury, Mass., Detroit, Toledo, Portland, Me. and others, UPS stopped its harassment when NLRB charges were filed, in order to avoid going to an NLRB trial.

UPS Pays Out \$630,000 in St. Louis Sex Discrimination Suit

UPS is paying \$630,000 to 104 St. Louis area women and their attorneys in settlement of a sex-discrimination class action lawsuit.

The women charged UPS with discrimination in hiring and firing, job assignment, workloads, promotion, and in working conditions. The women who were fired since December 2, 1982 will be paid \$400,000 in varying amounts depending upon circumstances. The attorneys were awarded \$230,000 in fees.

One example of the discriminatory working conditions reported at a St. Louis UPS workers TDU meeting in September was the restroom situation. Women on a 10-minute break had to go the full length of the large Earth City building to get to a restroom, and when they asked to be able to punch out at the other end of the building for their breaks it was denied. Now a ladies' room is more conveniently located.

Jack Cavanaugh, one of two attorneys for the women, said it is a "breakthrough lawsuit" in which UPS was forced to recognize that the women were qualified. The suit should alert UPS workers nationwide that there are possible remedies for discrimination.

UPS spokesman Dan Buckley was reported in the **St. Louis Post Dispatch** as saying that some of the women had not been fired but had quit. An examination of the settlement papers shows this to be false, as only those involuntarily terminated were part of the class.

UPS also will be bound by a Consent Decree until December 31, 1983, which includes a number of requirements regarding equal treatment, and such things as any supervisor proven to have sought sexual favors in return for favored treatment will be punished or fired.

Concessions Bid Defeated in Western Grocers Takeover Super Valu Move Rocks Denver Grocery Teamsters

By Tom Bernard
Local 435, Denver

Teamsters at Western Grocers, a Denver-based wholesaler, have been rocked by moves from two giants in the grocery industry in a span of six weeks. It's not settled yet due to a concessions rejection on October 3.

The first blow came when Albertson's, the nation's ninth largest retail grocery chain, completed its \$18 million distribution warehouse in Aurora, Colorado in August. Previously, Western Grocers had serviced Albertson's stores in Colorado, Wyoming, South Dakota, and northern New Mexico.

Loss of this account resulted in 110 of 180 Western Grocer's warehousemen and drivers being put out of work. In the same week, Albertson's hired 150 warehousemen and drivers, but only one was an unemployed Western Grocers worker. The Albertson's distribution center is non-union. Initial wages were above the average union scale of \$12 per hour, and in an effort to undercut an ongoing Teamster organizing drive, Albertson's has raised the rate to up to \$14.

Super Valu Enters the Picture

Compounding the situation was the announcement on August 12 that Super Valu, the nation's largest food

wholesaler, planned to purchase Western Grocers. Super Valu operates in the Midwest and Southeast, but the purchase of Western Grocers would give it a distribution center in Colorado as well as a non-union one in Albuquerque for westward expansion.

With the workers at Western Grocers over a barrel, Super Valu saw an opportunity to wring concessions out of its future workforce. The blackmail was clear: either it would get concessions, or the deal might be called off. These concessions would be going to a company that made over \$64 million in profits after taxes last year.

In a secret meeting held in Denver on September 1, Local 435 Secretary Treasurer James Ivey met with John Prior, Super Valu's Vice President in charge of labor. It was revealed that Super Valu would agree to recognize Local 435 but on the condition that the contract be reopened and concessions be made, including:

- a 60c per hour wage cut;

- drivers to be paid by mileage, with details to be negotiated November 2;
- the company can establish a work week of four consecutive 10-hour shifts or five consecutive 8-hour shifts in any seven day period, all at straight time;
- shift differential reduced by 5c to 35c;
- contract to be extended to September 17, 1984, with a re-opener confined strictly to wages, benefits and pensions on October 1, 1983.

A bargaining committee was hand-picked by Ivey, in contrast to past practice in the local of electing committees, to bring these concessions before the members. No meeting was ever held where the members were able to bring up their demands, or even to be consulted or asked for authorization to bargain concessions.

When the bargaining committee returned with the concessions on October 3, the members at Western Grocers were already divided. By a

vote of 63-61, the concessions were rejected and the committee was sent back to the table.

Super Valu is trying to impose concessions before it even takes over. And with Super Valu will come a bundle of new problems, such as its productivity plan. The re-opener with Western now would mean that there could be no bargaining over the Super Valu productivity plan until 1984.

If any concessions are granted to Super Valu they would also have an adverse impact on the other 2500 Denver area grocery workers in Local 435. Contracts with Associated Grocers, Safeway, King Soopers, Noble's Sysco, Imperial Food Warehouse and Westman Commission are scheduled to expire in September, 1983. Concessions to an extremely profitable company like Super Valu will certainly lead to a united employer demand for similar concessions next year in the highly competitive grocery industry.

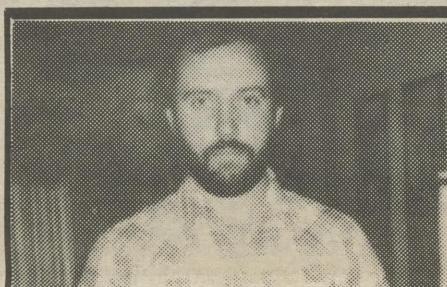
Contract Organizing at Xenia Super Valu

Super Valu Teamsters in Xenia, Ohio are preparing now for what could be a major contract fight next year. Meetings are being held between drivers and warehouse workers to build the unity they will need at contract time in the spring.

Drivers face the problem of having their work subcontracted; the warehouse is reeling under the impact of a vicious productivity plan. Either of these problems might ordinarily be enough to set off a contract battle, but added to this are Super Valu's plans to force its drivers on mileage pay.

This crunch is coming from the nation's largest—and most profitable—grocery wholesaler. With net profits after taxes of over \$64 million last year, Super Valu's profit rate (net profit as a percent of equity) stands at 23.3% according to **Supermarket News**, compared to the industry average of about 15%. And Super Valu intends to keep its profits on the rise by squeezing its workforce to the limit.

The meetings between the drivers and warehouse workers have discussed the contract concerns of each group, both covered by a common contract. Building understanding and



"I'll Be There..."

Fred Romine
Super Valu, Local 957
Xenia, Ohio

"I am coming to the Convention so I can get more knowledge, educate myself better. Times are tough. Every little bit of knowledge helps us to work to strengthen the union."

unity at this early date will help lay the foundation for united action next spring.

How to Beat the Productivity Plan

There has already been one firing at the Xenia warehouse for "low productivity," with the members having to reach 100% of the quota. There is really only one good chance to beat the productivity plan: ban it in the contract. It will not be easy, especially with the plan already in effect, but it's the best shot the warehouse workers will have.

The drivers have their hands full, too. Subcontracting to Sooner Transportation continues, with the issue finally going to arbitration. Contract language can be drafted to ban

subcontracting no matter which way the arbitrator decides.

Taking the First Steps Now

These early meetings are a good first step for contract organizing. More meetings will be needed to plan an effective bargaining strategy, insuring maximum unity between the drivers and warehouse to win on all the issues.

TDU will be helping by providing information and beginning to establish communication links between Super Valu divisions. At the TDU Convention, October 30-31, the first steps will be taken in that process. Any Super Valu Teamster interested in working to improve the contracts and put a halt to the productivity plan and subcontracting should plan to be there.

Cleveland Kroger Drivers OK Strike Authority, 111-2

Cleveland Kroger drivers voted on October 3 by a 110-3 margin to reject what the company has called its final contract offer. Also, the drivers voted 111-2 to give Local 407 the power to strike if necessary. Both votes were taken at a meeting called by Joint Council 41 where Kroger was allowed to present its version of the offer. The votes followed questions by the Cleveland drivers.

Both the negotiating committee and the local are eager to get Kroger to return to the bargaining table. The margin of the votes should indicate to the company that the members are united and want serious bargaining from Kroger.

Holmes Overrules Committee; Members Overrule Holmes

Detroit Pepsi Struck Over Pension, Wages

By Mike Dalsy
Local 337, Detroit

Pepsi workers in Detroit's Local 337 are striking to protect their pensions and incomes from an arrogant and greedy employer. The vote to strike was solid, in spite of a last minute intervention by 337 President Bobby Holmes that caused widespread confusion.

Despite huge profits in 1981, management opened negotiations with a demand for a 70c pay cut and replacement of the Central States top benefit pension coverage with a company-controlled plan. The rank and file demanded \$3.25 over three years, and maintenance of pension benefits.

To try to cloud the issue and undermine the membership's confidence in its negotiating team, the company sent each employee several letters stressing the need for concessions in order to survive the harsh economic climate. What they failed to mention was Pepsi's profits of \$333.4 million in 1981, or its \$159.8 million in profits during the first six months of 1982, up 14% over '81.

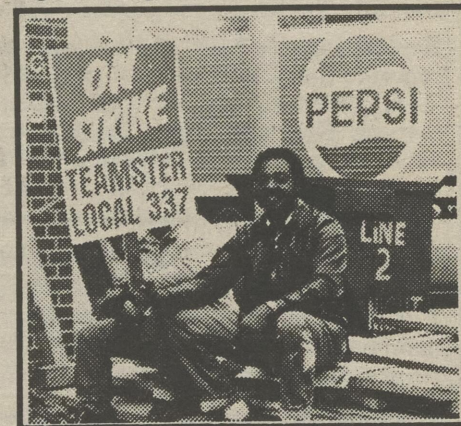
When the company's so called "final and complete" offer of an 18 month wage freeze and \$1.00 over the final 18 months in addition to the company pension was presented to the rank and file, it was overwhelmingly rejected. The strike was set for

Thursday, September 16.

Just before the midnight strike deadline, the company added an additional 50c to its original "final" offer. This was again rejected by the bargaining committee. But Holmes stepped in, overruled the negotiating committee, and unilaterally ordered the Pepsi workers back on the job.

The next morning the negotiating committee was completely in the dark. Picket lines were set up by people who thought they were supposed to be on strike. There was tremendous confusion, and the company threatened to discipline anyone who stayed out of work on a "wildcat strike."

But the anger at the company's offer was too much even for Holmes to



interfere with. On the 17th Pepsi in Detroit and Dearborn were shut down.

The next day, Saturday the 18th, the vote was again to strike, by a 72% vote. Now the strike is on and Pepsi workers need the maximum communication and solidarity to beat this profitable and arrogant corporate giant.

Finally, A Strike Against McNicholas

McNicholas Transportation, a major midwest steelhauler, is finally getting some heat from the union. Like many other companies, McNicholas refused to sign the NMFA last April, and it has since been paying drivers according to a company contract proposal instead of the NMFA.

Although there has been considerable pressure from the drivers, particularly in Pittsburgh Local 800, to resolve the stalemate, the International refused to do anything more than hold monthly "bargaining" sessions that got nowhere. Meanwhile, McNicholas kept laying off company drivers and signing on owner-operators under a non-union, independent contractor lease. By the end of August, drivers estimated that the number of owner-

operators equalled or exceeded the working company drivers.

Strike Sanction Granted

But under heavy pressure from Pittsburgh drivers and Teamsters Local 800, the International finally granted strike sanction. On September 7, Local 800 President Charles Carelli held a drivers meeting and a clear majority voted to strike. No other local went on strike and to the best of our knowledge, no other local gave its drivers a choice in making that decision.

McNicholas responded to the Pittsburgh strike by: Trying to call back all laid-off drivers; Firing all drivers and threatening Local 800 with a lawsuit;

Telling non-Pittsburgh drivers that there was a wildcat in Pittsburgh and that non-striking drivers and owner-operators had to make deliveries and pickups in Pittsburgh. Again, to the best of our knowledge, no other locals disputed the company's fairytales.

But the Pittsburgh drivers stuck together, the grievance panel laughed at the McNicholas discharges, and some drivers who tried to deliver in Pittsburgh were turned around by a "reception committee".

Lock-out

On September 28, McNicholas cancelled all owner-operator leases, and locked out drivers at all other terminals through the system. In a letter distributed to employees, McNicholas

stated that they were forced to "suspend operations" due to the "devastating economic impact" of the Pittsburgh shutdown. In the same letter, McNicholas claimed that they had been bargaining in good faith, and observing all the terms of the NMFA. That was, of course, news to the drivers who had been cheated out of thousands of dollars over the last few months.

But the McNicholas saga is not yet over. The company has still not terminated operations, merely suspended them. As one Pittsburgh driver said, "I don't trust any of this or any of them. There's a rat buried in here somewhere and we're going to keep watching for it."

Merges with Auto Convoy Associated Transports Sold

By Larry Maxton
Local 604, St. Louis

According to a bulletin to all employees dated July 19, 1982, and signed by Joseph Burstein, President: "Mrs. Leroy L. Wade, controlling stockholder of the company, has entered into an agreement to sell Associated Transports, Inc., to Auto Convoy of Dallas, Texas." The sale must be approved by the Interstate Commerce Commission.

Last January 1, two railheads (Des Moines and Council Bluffs, Iowa) operated by Leroy L. Wade and Son, parent company of Associated Transports, were placed under operational control of Associated.

Associated currently hauls Fords out of Kansas City and St. Louis, and has a toehold in the Chicago traffic. Auto Convoy operates numerous railheads in Texas, Oklahoma, and Louisiana, with a small amount of traffic from the K.C. plant. Since the sale, Auto Convoy has started receiving Texas traffic from the St. Louis plant.

Associated had 1981 operating revenues of \$21.8 million while Auto Convoy's 1981 revenues totalled \$32.7 million. The merged company will be about the same size as Motor Convoy, the main Ford carrier in the Southeast.

Only Nu-Car (1981 revenues of \$70.2 million) will be substantially larger among Ford haulers.

The merger brings up many interesting possibilities that will require diligence on the part of the Business Agents of the many local unions involved, to see that the inevitable changes in both companies will be fair to all Teamster employees. For instance, Associated drivers have terminal seniority but Auto Convoy has a company-wide seniority system. Most of the Associated Transport terminals have seniority dispatch, but most Auto Convoy terminals use a first in-first out system. Since both companies have terminals at Kansas City, the different seniority systems present a problem which won't be easy to resolve.

Local 710 in Chicago must decide if it will continue to allow traffic originating in Chicago to be hauled into Missouri, Kansas, and possibly Oklahoma and Texas without demanding that some drivers be domiciled in Chicago.

Associated Transports, under the management team headed by Joseph Burstein, has been one of the most successful auto transport companies. Auto Convoy management has its work cut out for it, to keep this record intact.

McLean's Santa Claus

At McLean's Cincinnati terminal, TM Mike Stopp has had to pay out some \$6,000 so far this year as a result of lost grievances.

In September alone, Stopp lost 15 grievances worth \$1,619.25. The most common offense is calling employees out of seniority order, a

blatant violation of the contract. About half the grievances were settled at the panel, half at the terminal.

Six more suspensions and a variety of other grievances are still pending at the panel. Keep up the good work, Santa Claus.

TDU MEETINGS

Cedar Rapids TDU

Sunday, October 10—1:00 pm
Ironmen Inn, Exit 242 off I-80
Cedar Rapids, Iowa

Chicago TDU

City Wide Anti-Concessions Meeting
Willowbrook Holiday Inn
Rt. 83 and I-55
Sunday, October 24—1:00 pm

Charlotte Area TDU

Sunday, October 10—2:00 pm
Greenville Neighborhood Center
Charlotte, N.C.

Dubuque Area TDU

Saturday, October 9—1:00 pm
First National Bank Building
Dubuque, Iowa

Phoenix Area TDU

Saturday, October 9—12:00 noon
South Mountain Park, Ramada #10
Phoenix, Ariz.

Portland Area TDU

Sunday, October 17—9:00 am
St. Patrick's School Hall
Congress St., Portland, Maine

Quad Cities TDU

Saturday, October 9—6:00 pm
Italian Village (upstairs)
220 Harrison St., Davenport, Iowa

Richmond TDU

Saturday, October 9—2:00 pm
Holiday Inn, Bells Road
(Exit 8 off I-95)
Richmond, Va.

Staunton Area TDU

Saturday, October 9—8:00 pm
Holiday Inn, Exit 58 off I-81
Staunton, Va.

Toledo TDU

Sunday, October 10—1:00 pm
Hillcrest, 16th and Madison (downtown)
Toledo, Ohio

A Rank & File Opinion Column

As I See It...

Keith Gallagher
Local 229, Scranton, Pa.



In an age of declining union membership, contract concessions and reputed mobsters in control at various levels in our union, it's understandable why many members feel they are witnessing the disintegration of our union.

Today our situation can be likened to an object held by a vise. A coalition of big business and unscrupulous union officials, bound together by greed and self-serving interests, is intent on destroying unionism.

Because of this, many members feel defeated and frustrated and

give up in disgust. This attitude, however, has a far more devastating effect on unionism, because self-preservation replaces unionism and ultimately we all suffer.

At the heart of unionism is a deep-rooted concern for others. A concern that transcends race, sex, etc. and binds us together. During the '30s, brave men and women fought (some died) for the right to belong to unions. Their solidarity, born out of struggle, enabled them to overcome enormous odds and to build the foundations upon which

many of our present benefits are based.

Erosion of Solidarity

But during the last several decades there has been an erosion of this solidarity. The education in unionism which our brothers and sisters learned during the '30s has not been passed on. Because of this, we now have a union with many members but too few unionists.

In the '30s, men and women joined unions because there was a genuine need. In 1976, TDU was formed because some of those same needs still existed, and in doing so, the seeds were planted for unionism's rebirth. TDU began to bind Teamsters together and a movement was created out of the organization. At the heart of this movement is unionism.

TDU's main goal is the rebuilding of the Teamsters, but our movement can also be the catalyst for

unionism's rebirth.

Part of this process is beginning to reach out whenever possible across union lines for the common good of all working men and women.

Recently, several Eastern Pa. TDU members participated in a strike against Pocono Hospital in East Stroudsburg, Pa. The striking nurses, members of the Pennsylvania Nurses Association, were struggling to win their very first contract. The bonds that were made across union lines enriched all parties involved.

The rebirth of unionism has begun but the forces in opposition are growing daily. It may take years to rectify all the injustices of the past several decades, but through solidarity with other labor organizations, because of unionism's common bond, we can write a new chapter in labor history—the rebirth of unionism in the eighties.

TDU Invites Williams to Debate At Rank & File Convention



Teamsters For A Democratic Union
Box 10128, Detroit MI 48210 (313) 842-2600

September 16, 1982

Roy Lee Williams
General President, I.B.T.
25 Louisiana Ave., N.W.
Washington, D.C. 20001

Dear Sir and Brother:

It is no secret that on Labor Day 1982 our Union had little cause for celebration. Our membership is dwindling, and some locals have been hard hit. In the major national and regional contracts, employers have demanded and received concessions from the membership. Deregulation has compounded the situation. More Teamsters are without jobs, and many with jobs fear for the future.

We can see that more members are skeptical about the Union than they have been for many, many years. For example, can anyone honestly deny that attendance, on the average, at our Local Union meetings across the country is sharply down? That many members are discouraged about the Union?

No member can expect the General President single-handedly to tackle all these problems. In fact, it is clear that there are many ideas, some conflicting, on how best to regain lost ground for our Union and move forward together. Recently, differing ideas have even come from members of the General Executive Board. We feel that input from the rank and file, as well as from all levels of officers, is a vital part of this process. For it takes efforts on all levels for any program to succeed.

Accordingly, we make an important offer to you, as the General President. We invite you to address our Rank & File Convention on October 30 or 31, 1982, in Detroit, Michigan. This would afford you an excellent platform to explain what course you have charted for our Union. We, in turn, would provide a spokesman for TDU to present some ideas as well, in a debate format.

We stress that this discussion will deal strictly with the road forward for the Teamsters Union, not on pending charges against yourself, or on TDU, or other side-issues.

We know we are offering you a platform before some Teamsters who are critical of the policies of our top officers. But we hope you will welcome it nonetheless. We realize that there is a temptation to avoid the issues, to retreat to the offices and the board rooms, to stay out of the spotlight of debate on Union ideas. This course, however, would be shortsighted. The Union as a whole, from top to bottom, benefits greatly from a full and open debating of the issues.

We make this offer to you in good faith, and trust you will consider it seriously. We will, in any event, have a chair waiting for you at the podium.

Please respond as quickly as possible, so that if there is any change we can make in our Convention schedule to accommodate your own schedule, we will have time to make the necessary adjustment.

Fraternally,

Doug Allan
Doug Allan, for the TDU
Steering Committee

On September 18, the TDU Steering Committee, over the name of co-chairman Doug Allan, trustee of Local 208, sent the letter reprinted here to IBT President Roy Williams. The letter proposes a serious discussion of the issues facing our union, and what can be done about them. It goes on to offer Williams a platform before TDU's own Rank & File Convention on October 30-31, where he could present his own policies before a major rank and file national gathering.

At press time, no response has been received from Williams, and thus we have no way of knowing whether he will accept. But TDU Organizer Ken Paff explained that "we do accept the challenge of discussing a way forward for our union, and we invite all concerned Teamsters to join us on Oct. 30-31 to do so."

Officials Undercut Food Workers' Fight

By Watsonville TDU

Thousands of California Frozen Food Industry Teamsters got a setback late this summer when our Teamster leadership refused to fight bad, take-away contracts, and the membership eventually was forced to accept them.

The rank and file, led by Watsonville TDU, fought for months, but the employers and union officials used dirty tricks and overall fear about the state of the economy to get what they wanted—rank and file approval of a terrible contract.

The frozen food industry is not hurting. Green Giant profits increased by 45% in 1981, Smuckers continues to do well, and plants have expanded. And yet our officials allowed the Master Agreement to be eroded away, and negotiated a contract with \$1 below scale for new hires and "new work", and a tiny raise of 30c over three long years.

To help the bosses, the union officials held the votes inside the plants, without even a union meeting to discuss them. Some supervisors even stood near the voting places telling workers to vote 'yes', while TDU members who tried to urge a 'no' vote were sent back to work. Union officials were too cowardly to openly back the contract, but instead told people "if you want to save your job, vote yes".

Then they mixed the ballots from Watsonville with those from the Modesto local, which arrived in a car unaccompanied by a rank and file observer. Then they separated out the Watsonville Canning Co. from the vote. The result: contract passed by 1352 to 1175.

Then the officials had to sell one at Watsonville Canning. They came in with a substandard deal and it was voted down by over 60%. Nearly 200 angry members showed at a union meeting to find out about the upcoming struggle. The officials could have used that anger as a powerful force for a good contract.

Instead they sabotaged it. Just as they have done all along. As long as six months ago they opposed a TDU-backed motion to change the bylaws for an elected member to be on the negotiating committee (it passed by a strong majority but not 2/3). They ridiculed TDU informational leaflets on the contract and kept everything as secret as they could.

Next they ignored a motion passed at a General Membership Meeting to hold a march in downtown Watsonville to publicize our demands and our determination to fight. One BA said the march would be "in bad taste."

Finally they succeeded: people did not think they had the strength to fight the company and their own union officials. So the contract passed on a second vote by 403 to 289. More dirty tricks accompanied this vote.

Overall the California food employers pulled one over on the members, who will live for three years under a bad contract. What a shame that our own union officials are to blame for it.

Do You Care About Your Union?

We do. We care that our union is on a downhill slide. That's why we've joined together in a rank and file organization—TDU. We're non-profit and non-corruptible and open to all Teamsters. We're working for positive change in our union. If you care about your union, we want you to join us.

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

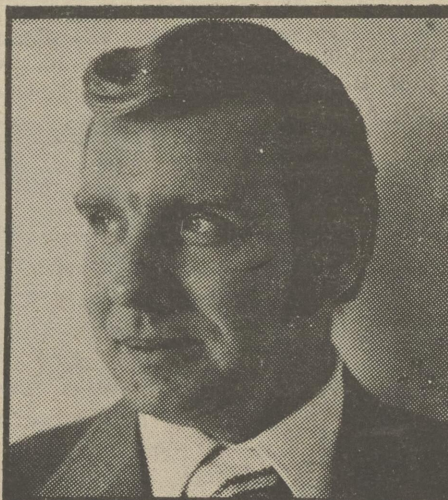
Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐
Construction ☐ Production ☐ Other _____

- ☐ \$20 membership fee—for one year's membership & subscription to CONVOY DISPATCH.
- ☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)
- ☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and IBT officials.)

Join TDU



"I'll Be There..."

Jerry Bliss
Sec.-Treas., Local 337
Detroit, Michigan

"I'm coming to the TDU Convention to meet rank and file Teamsters from all over the country and to discuss with them the problems they have been experiencing. This should give me some insight and, I hope, in some way help me solve some of the great problems that face the union today."